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STATE OF ALASKA
OFFICE OF THE GOVERNOR
JUNEAU

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Dear Alaskan:

I recently enacted a policy for the State of Alaska to renew the Knowles-Ulmer Administration's commitment to diversity in a state workplace free from discrimination and harassment. I took this step based on recommendations from the Governor's Commission on Tolerance which I formed last year in response to the "paint ball incident" in Anchorage and other crimes of hate and intolerance.

The aggressive initiatives contained in Administrative Order 195 are aimed at making Alaska state government a reflection of Alaska—a land of great diversity and tolerance. It requires increased job recruitment efforts and internship programs—particularly among our minority populations—along with required diversity training for state personnel. In addition, I have introduced hate crime legislation and a proposed solution to the subsistence dilemma, which were among the legislative recommendations of the Commission on Tolerance.

You know as well as I, however, that government can only do so much to help create a society free of hatred and discrimination. We must each carry this message personally in our private workplaces, schools, communities, and neighborhoods. That is why I'm now asking you, as a community leader, to do your part.

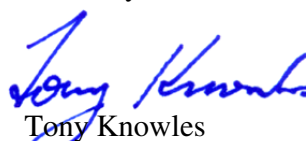
Resolve to celebrate diversity at your place of business, in your school district, municipality, organization, or neighborhood. You can begin by adopting a formal declaration of your commitment and then take steps to carry it out. To help you in this effort, I have enclosed some model language that you can customize to your group.

If everyone receiving this letter acted upon it, within a month or two we would have hundreds of these resolutions adopted across Alaska. Thousands of people would then learn that an Alaska free of discrimination and hatred can be reached by celebrating diversity. That knowledge would then be translated into action.

Please help me and all Alaskans achieve this worthwhile goal. Consider adopting a resolution of respect and tolerance in your community or organization and send me a copy so we can post it on our Tolerance Commission web page and let other Alaskans know you care.

The final report of the Tolerance Commission, the Community Action Guide, and the text of Administrative Order 195 are available on the Tolerance Commission web page at <http://www.gov.state.ak.us/tolerance/>. If you would like to receive bound copies of the final report or Community Action Guide, please call my Anchorage office at 269-7450.

Sincerely,


Tony Knowles
Governor